to Rs. 29,000 during 1981-82 and Rs. 39,000/- since 1990-91. The telephone rental charges for the telephone provided at the Staff Side secretariat of the National Council as also the 20 per cent water and electricity charges are reimbursable.

(i) *Training facilities*:—A decision was taken in November, 1970 that Staff Side members of the National Council may be deputed for managemen training courses within India. Since, 1976 members of Departmental Councils are also eligible.

(j) *Staff members appearing before the Board of Arbitration*:—The period spent by government servant in appearing as witness before the Board of Arbitration is treated as duty with normal TA/DA. Since 1969, this facility was restricted to two persons which was extended to three in September, 1985.

Implementation of the recommendations of 4th Pay Commission

2464. SHRI SHABBIR AHMAD SALARIA: Will the PRIME MINISTER be pleased to state:

(a) whether it is a fact that the 4th Pay Commission recommendations have not been implemented in respect of State employees of Jammu and Kashmir except for some cadres;

(b) if so, the reasons thereof;

(c) whether it is also a fact that twice in the budget of Jammu and Kashmir State a provision of about Rs. 35 crores was kept to give effect to the same but in actual practice no action was taken;

(d) whether it is also a fact that the employees of Jammu and Kashmir are the lowest paid in the whole country; and

(e) when will it be implemented in Jammu and Kashmir?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI MARGARET ALVA): (a) to (e) Recommendations of the Fourth Central Pay Commission were meant only for Central Govt. employees and were not applicable to any State Govt.'s employees. However, in the context of a demand from State Govt. employees for parity with Central pay scales, provision of Rs. 30 crores each in the State budgets of 1989-90 and 1990-91 was made. On 18-2-92, the State Govt. have announced it's decision to allow Central pay scales to it's employees with such modifications and adaptations as may be considered necessary.

Employment on compassionate ground

2465. SHRI RAM NARESH YADAV: Will the PRIME MINISTER be pleased to state:

(a) whether different Ministries/Departments are complying with the instructions providing for compassionate employment;

(b) whether there is any provision for job reservation for minor of the deceased Government servant who dies in harness; if so, the details in this regard; and

(c) if not, whether Government propose to make such a provision?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI MARGARET ALVA): (a) All Ministries/Departments are expected to follow the instructions issued by Department of Personnel and Training relating to compassionate appointment.

(b) and (c) No, Sir. Under the existing instructions compassionate appointments are essentially discretionary in character and are meant to provide appointment to dependents of deceased Government servants in reallly deserving cases where the family is in need of immediate assistance. If the only person available